

EXECUTIVE DIGEST

# Implementation and Change Management

Leading Literacy Work With Intention



# Lexia’s Science of Reading Summits: Building a Nationwide Network for Literacy Success

District leaders across the country are navigating a pivotal moment in literacy education. This digest distills key insights from Lexia’s 2025 Science of Reading Leadership Summits, where **more than 250** administrators convened to share strategies, challenges, and successes in implementing evidence-based literacy practices. Designed for district administrators, this summary highlights the critical role of intentional implementation and change management in driving sustainable literacy outcomes. From aligning systems and empowering educators to fostering data-driven cultures of trust, these pages offer actionable insights to support your leadership in building a stronger foundation for every reader.

Through every conversation during the Summits, one message came through loud and clear: Successful implementation isn’t just about selecting the right programs. It’s about leading change with **clarity, consistency, and purpose**.

## The Challenge

Faced with low and stagnant reading scores, district leaders are seeking real change in literacy outcomes, including thoughtful implementation and careful management of the change process itself to support educators, students, and families every step of the way.

### WHERE ARE YOU ON YOUR SCIENCE OF READING JOURNEY?



## Key Findings

1

### Purposeful Planning and Clear Communication Drive Sustainable Change

District leaders begin with well-defined timelines, aligned professional learning, and ongoing communication that keeps the “why” at the forefront. Leaders establish clear systems and success criteria to keep teams focused and accountable throughout the journey.

2

### **Inclusive Leadership and Collaborative Learning Strengthen Implementation**

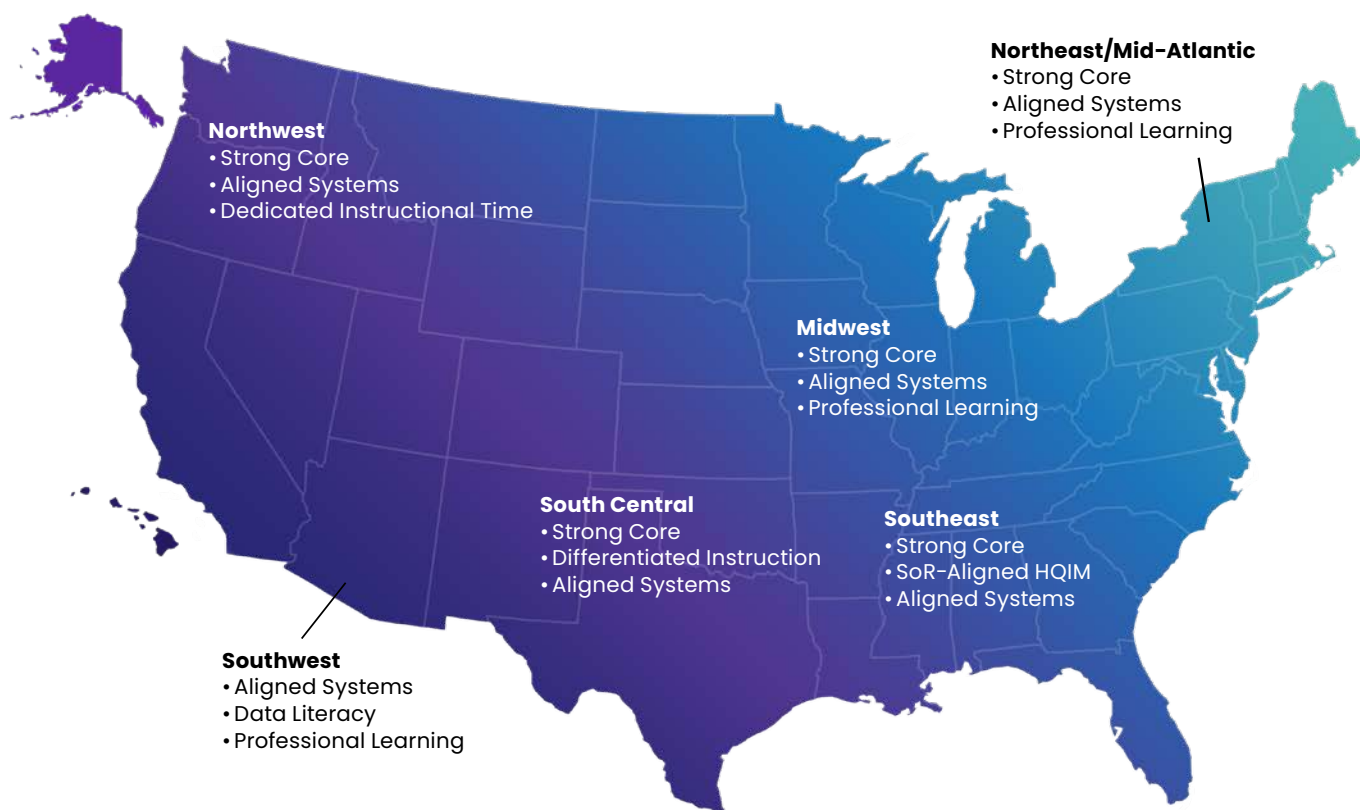
Change is cocreated with teachers, families, caregivers, and specialists so all voices are valued and momentum builds from within. Leaders model learning, and embedded professional development—like reflection sessions and learning labs—supports educators in turning plans into meaningful results.

3

### **Data Literacy, Trust, and Shared Ownership Ensure Lasting Progress**

Staff and families are empowered through transparent use of data, clear goal setting, and regular updates about progress. Trust is built through relationships and purposeful listening, fostering a culture where literacy improvements are sustained for every learner year after year.

Explore how your district's literacy priorities align with national trends as leaders across the country focus on strong core instruction, aligned systems, and professional learning.



By implementing literacy instruction and professional learning informed by the science of reading and implementation science, educators can achieve literacy gains that ensure all students become confident readers and lifelong learners.

Read the full [\*\*Executive Summary\*\*](#) for insights from district leaders.



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